



**UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF INSPECTOR GENERAL**
1301 CONSTITUTION AVE, NW
WASHINGTON, DC 20004

CASE #: COMP-2019-27

CROSS REFERENCE #: Hotline 2019-0090

TITLE: Unknown Subject: Racist Slur Inscribed Inside Men's Bathroom Stall

CASE AGENT (if different from prepared):

COMPLAINT SUMMARY REPORT

Subject(s)	Location	Other Data
Unknown	Potomac Yards Facility Arlington, Virginia	10 th Floor Men's Bathroom

COMPLAINT:

The Environmental Protection Agency (EPA), Office of Inspector General (OIG), Hotline received emails concerning the discovery of a racial slur written inside the stall of the men's bathroom on the 10th floor of the EPA building in the Potomac Yards Facility, Arlington, Virginia.

INVESTIGATIVE FINDINGS:

OIG Agents performed a visual inspection of the 10th floor men's bathroom stall and noticed from an angle, a faint inscription of the words "HERE NIGGA" etched into the bathroom stall. It is unknown how long the inscription had been in the bathroom stall. Additionally, OIG Agents were informed that there were no security cameras near the men's bathroom.

RECOMMENDATION:

Based on the foregoing investigative findings, this complaint is closed with no further action. However, if additional information is discovered or provided, OI will assess such information and take appropriate action.

CASE #: COMP-2019-27

PREPARED BY: SA (b)
(6)

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**UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF INSPECTOR GENERAL
1301 CONSTITUTION AVENUE NW
WASHINGTON, DC 20004**

DATE: February 18, 2019

PREPARED BY: SA (b) (6), (b) (7)(C)

CASE #: COMP-2019-33

CROSS REFERENCE

TITLE: Racial Concern – Offensive Item

COMPLAINT CLOSING REPORT

Subject(s)	Location	Other Data
NA	Washington, DC	

POTENTIAL VIOLATION: EPA Order 4711, Procedure for Addressing Allegations of Workplace Harassment

ALLEGATION: On December 21, 2018, the Washington Field Office (WFO), Office of Investigation (OI), Office of Inspector General (OIG), Environmental Protection Agency (EPA), received information concerning a potential racial incident that occurred on the 4th floor of the EPA headquarters' East Building, Washington, D.C. The potential racial incident involved a Christmas ornament in the form of an ape. The ornament was considered racially offensive by the complainant.

FINDINGS: Investigative activity revealed that the ornament has been part of Office of Pollution Prevention & Toxics' (OPPT) yearly holiday tradition for over 6 years and was not used to offend anyone.

DISPOSITION: This complaint is hereby closed.

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UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF INSPECTOR GENERAL

1301 CONSTITUTION AVE, NW
WASHINGTON, DC 20004

CASE #: COMP-2019-33

CROSS REFERENCE #: Case number

TITLE: Racial Concern – Offensive Item

INTERVIEWEE (if applicable): (b) (6), (b) (7)(C)

PREPARED BY: (b) (6), (b) (7)(C)

MEMORANDUM OF ACTIVITY
INTERVIEW

NARRATIVE:

On January 29, 2019, Special Agent (SA) (b) (6), (b) (7)(C) Washington Field Office (WFO), Office of Investigations (OI), Office of Inspector General (OIG), Environmental Protection Agency (EPA), conducted the interview of (b) (6), (b) (7)(C) EPA, Washington, DC concerning a potential racial incident that occurred on the 4th floor of the EPA Headquarters' East Building, Washington, D.C.

Prior to commencing the interview, SA (b) (6), (b) (7)(C) presented (b) (6), (b) (7)(C) EPA OIG law enforcement credentials to (b) (6), (b) (7)(C) and explained the nature of the interview. (b) (6), (b) (7)(C) provided the following non-verbatim information:

(b) (6), (b) (7)(C) noticed a red in color ape Christmas ornament hanging on a Christmas tree (b) (6), (b) (7)(C) explained that (b) (6), (b) (7)(C) thought the ornament was out of place because it did not go with the colors (purple and gold) of the Christmas decorations. (b) (6), (b) (7)(C) stated (b) (6), (b) (7)(C) also thought the ornament was offensive and associated the ornament to recent incidents of racially charged writings observed in various spaces throughout the EPA Headquarters. (b) (6), (b) (7)(C) advised (b) (6), (b) (7)(C) showed the ornament to two of (b) (6), (b) (7)(C) colleagues. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C), EPA, and (b) (6), (b) (7)(C)

CASE:
COMP-2019-33

DATE OF ACTIVITY:
January 29, 2019

INTERVIEWEE (if applicable):
(b) (6), (b) (7)(C)

DRAFTED DATE:
January 30, 2019

AGENT(S):
(b) (6), (b) (7)(C)

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(b) (6), (b) (7)(C) EPA, who opined that the ornament was offensive and inappropriate for the workplace (b) (6), (b) (7) stated that (b) (6), (b) (7) removed the ornament from the tree.

(b) (6), (b) (7)(C) had no other pertinent information to share.

CASE:
COMP-2019-33

DATE OF ACTIVITY:
January 29, 2019

INTERVIEWEE (if applicable):

(b) (6), (b) (7)(C)

DRAFTED DATE:
January 30, 2019

AGENT(S):

(b) (6), (b) (7)(C)

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1301 CONSTITUTION AVE, NW
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CASE #: COMP-2019-33

CROSS REFERENCE #: Case number

TITLE: Racial Concern – Offensive Item

INTERVIEWEE (if applicable): (b) (6), (b) (7)(C)

PREPARED BY: (b) (6), (b) (7)(C)

**MEMORANDUM OF ACTIVITY
INTERVIEW**

NARRATIVE:

On January 29, 2019, Special Agent (SA) (b) (6), (b) (7)(C) Washington Field Office (WFO), Office of Investigation (OI), Office of Inspector General (OIG), Environmental Protection Agency (EPA), telephonically (tel#: (b) (6), (b) (7)(C)) contacted (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Washington, DC concerning a potential racial incident that occurred on the 4th floor of the EPA Headquarters' East Building, Washington, D.C.

After identifying (b) (6), (b) (7)(C) as a special agent with the EPA OIG, SA (b) (6), (b) (7)(C) explained the nature of the call to (b) (6), (b) (7)(C) provided the following non-verbatim information.

(b) (6), (b) (7)(C) OPPT's Christmas tree located on the 4th floor of the EPA East Building, Washington, DC., and added that the ape ornament in question has been a part of the tree decoration for approximately 6 years. (b) (6), (b) (7)(C) said the ape ornament has been used by staff members in OPPT to play a game of hide and seek, where the ape ornament is moved to different spots on the tree (front to back and vice versa) (b) (6), (b) (7)(C) concluded by stating that the ape ornament has nothing to do with the racially charged writings as it has been part of OPPT's yearly holiday tradition for over 6 years.

CASE:
COMP-2019-33

DATE OF ACTIVITY:
January 29, 2019

INTERVIEWEE (if applicable):
(b) (6), (b) (7)(C)

DRAFTED DATE:
January 30, 2019

AGENT(S):
(b) (6), (b) (7)(C)

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(b) (6), (b) (7)(C) had no other pertinent information to share.

CASE:
COMP-2019-33

DATE OF ACTIVITY:
January 29, 2019

INTERVIEWEE (if applicable):
(b) (6), (b) (7)(C)

DRAFTED DATE:
January 30, 2019

AGENT(S):
(b) (6), (b) (7)(C)

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